

PENGARUH SUPERVISOR SUPPORT, WORK VALUE, DAN WORK LIFE BALANCE TERHADAP JOB HOPPING INTENTION PADA GENERASI Z DI DAERAH ISTIMEWA YOGYAKARTA

Sylvi Nadya Vidiyanti

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *supervisor support*, *work value*, dan *work life balance* terhadap *job hopping intention* pada generasi Z di Daerah Istimewa Yogyakarta. Teknik yang digunakan dalam pengambilan sampel adalah *purposive sampling* berjumlah 107 responden. Pengumpulan data primer dilakukan dengan metode kuesioner melalui *google formulir* yang telah diuji validitas dan reliabilitas. Analisis dalam penelitian ini menggunakan analisis regresi linier berganda dengan bantuan program IBM SPSS Statistic versi 25. Hasil dari penelitian ini menunjukkan bahwa: 1) *supervisor support* berpengaruh positif dan signifikan terhadap *job hopping* yang dibuktikan dengan nilai t hitung $2,266 > t$ tabel $1,982$, 2) *work value* berpengaruh negatif dan signifikan terhadap *job hopping* yang dibuktikan dengan nilai t hitung $-3,329 > t$ tabel $1,982$, 3) *work life balance* berpengaruh positif dan signifikan terhadap *job hopping* yang dibuktikan dengan nilai t hitung $5,113 > t$ tabel $1,982$. Dari hasil uji determinasi (R^2) menunjukkan bahwa variabel *job hopping intention* dijelaskan oleh variabel *supervisor support*, *work value*, dan *work life balance* sebesar 27,4% sedangkan sisanya 72,6% dipengaruhi oleh variabel lain diluar model.

Kata Kunci: *Supervisor Support, Work Value, dan Work Life Balance, Job Hopping Intention*



THE EFFECT OF SUPERVISOR SUPPORT, WORK VALUE, AND WORK-LIFE BALANCE ON JOB-HOPPING INTENTION AMONG GENERATION Z IN THE SPECIAL REGION OF YOGYAKARTA

Sylvi Nadya Vidiyanti

Abstract

This study aims to analyze the influence of supervisor support, work values, and work-life balance on job-hopping intention among Generation Z in the Special Region of Yogyakarta. The sampling technique used was purposive sampling, involving a total of 107 respondents. Primary data collection was conducted using a questionnaire method via a Google Form that had been tested for validity and reliability. The analysis in this study employed multiple linear regression analysis, utilizing the IBM SPSS Statistics version 25 program. The results of this study indicate that: 1) supervisor support has a positive and significant effect on job hopping as evidenced by the t-count value of 2.266 > t table 1.982, 2) work value has a negative and significant effect on job hopping as evidenced by the t-count value of -3.329 > t table 1.982, 3) work life balance has a positive and significant effect on job hopping as evidenced by the t-count value of 5.113 > t-table 1.982. The results of the determination test (R^2) indicate that the job-hopping intention variable is explained by the supervisor support, work value, and work-life balance variables to the extent of 27.4%, while other variables outside the model account for the remaining 72.6%.

Keywords: *Supervisor Support, Work Value, and Work Life Balance, Job Hopping Intention*